

## WITNESS INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1335. This tape-recorded interview is being conducted on (date) 1/16/2020 at (location) IG Conference Room, MARFORRES (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (b)(6), (b)(7)c court reporters, attorney, union representative, others) and no others. This investigation / inquiry (select one) was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired)

Grade / Position (b)(6), (b)(7)c

Organization (b)(6), (b)(7)c Facilities

Address (home or office) 2000 Opelousas Ave, New Orleans LA

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self-incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today? **NO**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **NO**

3. Do you know Mr. Gareth Hatley, how long have you known him? What kind of person is he?  
**Yes, 2013 May. Knew of him, but wasn't the facilities manager yet. After (b)(6), (b)(7)c Gareth began as building manager. Person- he was direct, let's me do my job. Over the past year, he took over as COR of our program. Good relationship up front. Good at what he does.**

4. What time do you get here (your work schedule)? Who normally arrives first you or Mr. Hatley and who leaves first you or Mr. Hatley?

**A. between 8-9 to 4-5, stay later as necessary. B. I can't speak on this based on his office location. C. departure, for the most part, up until I leave. Has left at times when I have, but again he's in a different location.**

5. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back?

**Pretty sure he is 4-10s. His RDOs change based on his and (b)(6), (b)(7)c schedules, so they**

**alternated.**

6. Can you confirm that Mr. Hatley is present for work every day? It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work, how often? **Can't really say, not sure.**

7. Who verifies / confirms your Time and Attendance work sheets? What about Mr. Hatley?

**A. Program manager in Charleston. B. No idea.**

8. Do you know who Mr. Hatley's supervisor is, who does he report to? (b)(6), (b)(7)c **maybe.**

9. Have you ever heard that there was an issue regarding Mr. Hatley's time and attendance work sheets? If so, do you know if he was ever counseled? If so, by whom?

**Heard he was taking leave quite a bit. People looking for him about issues, such as the counsel – not sure why.**

10. Have you heard of any issue with him abusing sick leave? If so, provide details. **No.**

11. Over the past few months, have you heard that Mr. Hatley was under investigation? If so, how or whom? **No.**

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#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why? **No.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No.** The time is 1354, and the interview is concluded. Thank you.

XX

(END READ-OUT)

## WITNESS INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1111. This tape-recorded interview is being conducted on (date) 1/16/2020 at (location) IG Conference Room, MARFORRES (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation / inquiry (select one) was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

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2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired)

Grade / Position (b)(6), (b)(7)c

Organization Facilities

Address (home or office) 2000 Opelousas Ave, New Orleans LA

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

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### **PART III: QUESTION THE WITNESS**

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self-incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today?

**NO**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who?

**NO**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he?

**Yes / 8 yrs ago / Likeable, friendly, good boss-supervisor**

4. What time do you get here (your work schedule)? Who normally arrives first you or Mr. Hatley and who leaves first you or Mr. Hatley?

**A. Arrive around 6:30 leave 3-4 in the afternoon M-F. B. I am the first one in. C. (Body lang – very nervous, rubbing his arms) Most of the time Hatley is there when I leave – not all the time**

5. What is your work schedule (4-10's, straight 8's, ect.)?

**Monday-Friday, no Monday-Thursday, I switched over to 4-10's a few months ago – several months ago.**

6. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back?

**A. He comes in around 9, not for sure though. B. Not sure 4-10's, but not always on 4-10's. Before he was promoted he was on straight 8's. C. Friday normally, but has switched from Monday.**

7. Can you confirm that Mr. Hatley is present for work every day? It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work, how often?

**A. Does work from home, he told me. A few months ago, he's worked from home. Not usually, but lately. Had some problems, operation a little a while ago (sinus). B. Knows he comes in late, doesn't really monitor his work schedule, attends meetings. C. Lately, he's been here working late the past couple of months. I just do my job. [knows something, but uncomfortable to discuss- doesn't want to hurt anyone, but does his own work] [ body lang- fidgeting folding arms, sitting up then back during this question]**

8. How often does Mr. Hatley go TAD?

**More responsibility lately, more TAD trips – usually one a week.**

9. Who verifies / confirms your Time and Attendance work sheets? What about Mr. Hatley?

**A. (b)(6), (b)(7)c B. No**

10. Do you know who Mr. Hatley's supervisor is, who does he report to?

**(b)(6), (b)(7)c maybe, (b)(6), (b)(7)c retired, not sure if he was his boss.**

11. Have you ever heard that there was an issue regarding Mr. Hatley's time and attendance work sheets? If so, do you know if he was ever counseled? If so, by whom?

**No.**

12. Have you heard of any issue with him abusing sick leave? If so, provide details.

**No, doesn't know how much sick leave.**

13. Over the past few months, have you heard that Mr. Hatley was under investigation? If so, how or whom?

**Not heard of any, just shop talk.**

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**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why?

**Just us little crew, I'm kind of a loner, always busy.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No.** The time is 1130, and the interview is concluded. Thank you.

XXX  
(END READ-OUT)

## WITNESS INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

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3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c  
Rank (Active/ Reserve/ Retired)  
Grade / Position (b)(6), (b)(7)c  
Organization (b)(6), (b)(7)c Facilities  
Address (home or office)  
Telephone number (home or office) (b)(6), (b)(7)c



(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

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Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today? **NO**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **NO**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he? **Yes, 10 years. Nice person**

4. What time do you get here (your work schedule)? Who normally arrives first you or Mr. Hatley and who leaves first you or Mr. Hatley?

**From either 6-6:30am to 4-4:30pm. He arrives, then me and (b)(6), (b)(7)c As far as leaving first, I haven't really thought about it, not sure [body lang- a little uncomfortable / long pause] I run around the building or pick up materials.**

5. What is your work schedule (4-10s, straight 8s, etc.)? **4-10s**

6. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back?

**A. He is 4-10s. B. maybe once C. RDO- was Monday, now Friday since (b)(6), (b)(7)c changed**

jobs.

7. Can you confirm that Mr. Hatley is present for work every day? It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work, how often?

**[Stumbling with words] A. Not sure, does his own work. B. (b)(6), (b)(7)c gets here later than me, not sure again on departure. C. Not sure [rubs arm].**

8. How often does Mr. Hatley go TAD?

**This week, lately a lot because of contracts, COOP, etc.**

9. Who verifies / confirms your Time and Attendance work sheets? What about Mr. Hatley?

**A. (b)(6), (b)(7)c for time & attendance. B. Not sure, maybe (b)(6), (b)(7)c not really familiar with GS system.**

10. Do you know who Mr. Hatley's supervisor is, who does he report to? (b)(6), (b)(7)c

11. Have you ever heard that there was an issue regarding Mr. Hatley's time and attendance work sheets? If so, do you know if he was ever counseled? If so, by whom?

**A while back, thought it was an investigation and he had to pay time back. (b)(6), (b)(7)c should be a good point of contact for that. I don't know anything else.**

12. Have you heard of any issue with him abusing sick leave? If so, provide details. **No.**

13. Over the past few months, have you heard that Mr. Hatley was under investigation? If so, how or whom?

**Heard something about his wife, Hatley told me. Someone complained about his wife working here, not sure where it came from.**

XX

#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No, not really.**

2. Who else do you think we should talk to and why? **[folded arms] – I'm always busy and don't see much. I don't know who.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

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5. Do you have any questions? **No.** The time is 1418, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

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4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

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(END READ-IN)

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Do you understand? (Witness must state "yes" or "no.")

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Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today? **NO**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **NO**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he? **Yes, 10 years. Nice person**

4. What time do you get here (your work schedule)? Who normally arrives first you or Mr. Hatley and who leaves first you or Mr. Hatley?

**From either 6-6:30am to 4-4:30pm. He arrives, then me and (b)(6), (b)(7)c As far as leaving first, I haven't really thought about it, not sure [body lang- a little uncomfortable / long pause] I run around the building or pick up materials.**

5. What is your work schedule (4-10s, straight 8s, etc.)? **4-10s**

6. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back?

**A. He is 4-10s. B. maybe once C. RDO- was Monday, now Friday since (b)(6), (b)(7)c changed**

jobs.

7. Can you confirm that Mr. Hatley is present for work every day? It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work, how often?

**[Stumbling with words] A. Not sure, does his own work. B. Hatley gets here later than me, not sure again on departure. C. Not sure [rubs arm].**

8. How often does Mr. Hatley go TAD?

**This week, lately a lot because of contracts, COOP, etc.**

9. Who verifies / confirms your Time and Attendance work sheets? What about Mr. Hatley?

**A. (b)(6), (b)(7)c for time & attendance. B. Not sure, maybe (b)(6), (b)(7)c , not really familiar with GS system.**

10. Do you know who Mr. Hatley's supervisor is, who does he report to? (b)(6), (b)(7)c

11. Have you ever heard that there was an issue regarding Mr. Hatley's time and attendance work sheets? If so, do you know if he was ever counseled? If so, by whom?

**A while back, thought it was an investigation and he had to pay time back. (b)(6), (b)(7)c should be a good point of contact for that. I don't know anything else.**

12. Have you heard of any issue with him abusing sick leave? If so, provide details. **No.**

13. Over the past few months, have you heard that Mr. Hatley was under investigation? If so, how or whom?

**Heard something about his wife, Hatley told me. Someone complained about his wife working here, not sure where it came from.**

XX  
**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No, not really.**

2. Who else do you think we should talk to and why? **[folded arms] – I'm always busy and don't see much. I don't know who.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No.** The time is 1418, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

## WITNESS INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1152. This tape-recorded interview is being conducted on (date) 1/16/2020 at (location) IG Conference Room, MARFORRES (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation / inquiry (select one) was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c  
Rank (Active/ Reserve/ Retired)  
Grade / Position (b)(6), (b)(7)c  
Organization (b)(6), (b)(7)c Facilities  
Address (home or office)  
Telephone number (home or office) (b)(6), (b)(7)c



(END READ-IN)

XX

### **PART III: QUESTION THE WITNESS**

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self- incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious , or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today?

**NO**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who?

**NO**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he?

**Yes, since 2011 (8 years). Not really sure on personal level. Have a good work relationship.**

4. What time do you get here (your work schedule)? Who normally arrives first you or Mr. Hatley and who leaves first you or Mr. Hatley?

**No, real schedule given, generally arrive by 7am and leave around 3pm. I arrive first, Mr. Hatley leaves first.**

5. What is your work schedule (4-10s, straight 8s, etc.)?

**Straight 8's, 5 days a week, Mon through Fri.**

6. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri

and back?

**Do not. But believe 4-10s. He takes 1 day off, was Mon but now Fri. But usually confused what it is.**

7. Can you confirm that Mr. Hatley is present for work every day? It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early, how often?

**A. No. b. yes, more than not. C. yes, more than not.**

8. How often does Mr. Hatley go TAD?

**Every 2 weeks. Been to Charlestown, SC and Fort Worth, TX with him.**

9. Who verifies / confirms Mr. Hatley's Time and Attendance work sheets?

**Do not know.**

10. Do you know who Mr. Hatley's supervisor is, who does he report to?

(b)(6), (b)(7)c

11. Have you ever heard that there was an issue regarding Mr. Hatley's time and attendance work sheets? If so, do you know if he was ever counseled? If so, by whom?

**Yes, water cooler talk. Don't know, if he was counselled.**

12. Have you heard of any issue with him abusing sick leave? If so, provide details.

**Not specifically.**

13. Over the past few months, have you heard that Mr. Hatley was under investigation? If so, how or whom?

**Yes, water cooler talk – possibly**(b)(6), (b)(7)c

XX

#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why? (b)(6), (b)(7)c

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No.** The time is 1203, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

## WITNESS (PEER) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1337. This tape-recorded interview is being conducted on (date) 1/21/2020 at (location) IG office, MARFORRES. Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired) N/A

Grade / Position (b)(6), (b)(7)c

Organization Capital Improvements Dept, MARFORRES

Address (home or office) 2000 Opelousas Ave, New Orleans, LA 70114

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX  
**PART III: QUESTION THE WITNESS**

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self- incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today? **Yes. You told me.**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **No.**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he?  
**Yes, since 2014. Always enjoyed working with him. Easy to get along with.**

4. Do you know who Mr. Hatley's supervisor is/was? (b)(6), (b)(7)c

5. Who verified / confirmed Mr. Hatley's Time and Attendance work sheets? Is there another level of review? **I believe (b)(6), (b)(7)c did; believe (b)(6), (b)(7)c reviewed.**

6. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? (Data)

**He had revolving RDOs, dependent upon tasks. He executed his comp time from scheduled maintenance in off hours. No idea if supervisor approved or not.**

7. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early,

how often?

**Can confirm he arrived late at times, but can say he stays for his hours. He also did work at Quarters A – which takes him away from the building.**

8. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. Are you aware of this? Does he have a medical condition? Do you believe he was abusing leave policy? **Not aware.**

9. How often does Mr. Hatley go TAD? **LatelY quite often. Just started picking up roles of** (b)(6), (b)(7)c  
(b)(6), (b)(7)c **Hasn't done much before.**

10. Have you ever heard that there was an issue regarding Mr. Hatley's accountability for time and attendance? If so, do you know if he was ever counseled? If so, by whom? **Never have.**

11. Have you heard that Mr. Hatley was under investigation? If so, how or whom? **No.**

XX  
**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why? (b)(6), (b)(7)c

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No.** The time is 1347, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

## WITNESS (PEER) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1238. This tape-recorded interview is being conducted on (date) 1/17/2020 at (location) IG Conference room, MARFORRES. Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c  
Rank (Active/ Reserve/ Retired) (b)(6), (b)(7)c  
Grade / Position (b)(6), (b)(7)c an  
2017 to Aug 2019  
Organization MARFORRES  
Address (home or office) 2000 Opelousas Ave, New Orleans, LA 70114  
Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self-incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today? **No.**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **No.**

3. Do you know Mr. Gareth Hatley, how long have you known him? What kind of person is he?  
**Yes, since January 2018. Good to work with, responsive-good guy.**

4. Do you know who Mr. Hatley's supervisor is? (b)(6), (b)(7)c **if I had to guess.**

5. Who verifies / confirms Mr. Hatley's Time and Attendance work sheets? Is there another level of review? (b)(6), (b)(7)c **no other reviewers. Sharepoint has an online roster tool that Facilities uses, but it's the individual's responsibility to enter information.**

6. Do you know what Mr. Hatley's work hours/days are? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? (Data) **I don't know his specific schedule, but he had an RDO schedule. Not sure which day. Seems to be every other week though.**

7. Can you confirm that Mr. Hatley is present for work every day? It was stated anonymously that



Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early, how often? **Can't confirm, didn't work with him every day.**

8. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. Are you aware of this? Does he have a medical condition? Do you believe he was abusing leave policy? **Can't confirm, I didn't have daily interaction, only 2-3 times a month.**

9. How often does Mr. Hatley go TAD? **I only knew through the Facilities weekly staff briefs, but not a specific schedule. Sharepoint on Facilities dashboard had TAD info, it's the members role to put in the 5w's when TAD, but it's not used by all.**

10. Do you know when an employee goes TAD he/she reverts back to straight 8s on their time sheets? (for GS type employee) **No, I did not. Do you think someone in leadership in Facilities knows? Yes, I would hope so.**

11. Have you ever heard that there was an issue regarding Mr. Hatley's accountability for time and attendance? If so, do you know if he was ever counseled? If so, by whom? **No.**

12. Have you heard that Mr. Hatley was under investigation? If so, how or whom? **No.**

XX  
**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **I had limited interaction with Mr. Hatley. It was a positive experience when with him.**

2. Who else do you think we should talk to and why? (b)(6), (b)(7)c **being his supervisor. HQBN CO and XO since he interacted with them. (b)(6), (b)(7)c he use to work as OpsO in Facilities. (b)(6), (b)(7)c as the AC/S of Facilities.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No.** The time is 1250, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

## WITNESS (SUP) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1356. This tape-recorded interview is being conducted on (date) 23 JAN 2020 at (location) IG Office, MARFORRES (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation / inquiry (select one) was directed by Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired) (b)(6), (b)(7)c

Grade / Position (b)(6), (b)(7)c

Organization MARFORRES

Address (home or office) 2000 Opelousas Ave, NOLA 70114

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate. Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self- incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today?

**Yes, I read the Authorization Directive, alleged time and attendance.**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who?

**No.**

3. What were the dates you worked in Facilities? Your position during that time?

**Oct/Nov 2017 to early May 2019.**

4. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he?

**a. Yes, since 2007 when he was a Marine to current billet. b. as a Marine, hardworking, loyal and diligent. As a CIV, did not get to know him too much, still found him to be cordial but didn't observe him for performance.**

5. Do you know who Mr. Hatley's supervisor was when you were in Facilities?

(b)(6), (b)(7)c **– don't know specifically. I may have signed off on 1 or 2 time cards when leadership wasn't present, but not on him or his section.**

6. Who verified / confirmed Mr. Hatley's Time and Attendance? How was it tracked? Was there another level of review?

(b)(6), (b)(7)c **It was tracked at that time on a paper system. For review level, not outside facilities, other than comptroller. Did not know who confirms time cards.**

7. Do you know what Mr. Hatley's work hours/days were? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? (Data). Reason?

**A. Initially no, but known from rumblings because some were not satisfied with others tracking their hours. So there was a push to track civilian attendance. In the spring of 2018, there were known concerns of Mr. Hatley's time and attendance (he was not the only one in Facilities). B. can't say yes or no. Don't know who was the authority to say who works what time, i.e. 4-10s or 8s. My opinion, (b)(6), (b)(7)c approved, but don't know if it was incorrectly or correctly, or if Flex time (RDO). C. I'm pretty sure he did shift his RDO, but he got it approved through Facilities leadership.**

8. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early, how often?

**My office was not physically near his. There were times I tried to track him down and couldn't find him. If 50% was the rate to compare, then no, but maybe 20% of the time he was not around. 20-40% of the time he arrived late to work as well as leaving early, but I didn't know his specific schedule. I couldn't physically locate him, but I didn't always look for him every day. If you compare to other employees, it was not consistent with being able to locate employees.**

9. It was also noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays? Can you confirm this? Was there any specific reason, medical etc.? Do you believe he was abusing leave policy?

**I can't. I believe he was abusing the leave policy though.**

10. How often did Mr. Hatley go TAD?

**Rarely. I wasn't in the TAD approval chain. Less than 25% of the time.**

11. Do you know when an employee goes TAD he/she reverts back to straight 8s on their time sheets? (for GS type employee) Was the Facilities leadership aware of this policy?

**A. No, I did not know. B. I would think (b)(6), (b)(7)c was aware of the policy on time sheets, should have been, you should go through some training.**

12. It was mentioned that Mr. Hatley was counseled for Time & Attendance. Are you able to provide details about this?

**Yes, I informally counseled him on this I think back in 2018, he wasn't my employee. (b)(6), (b)(7)c and (b)(6), (b)(7)c was aware of this informal counseling. This drove making a schedule with assistance from (b)(6), (b)(7)c We told him to comply and do the right thing. My observation is that it was probably complied to initially, slightly approved and then wore off / reemerged.**

13. Has Mr. Hatley ever received a Letter of Requirement? (ForO- CIV time & attendance, used when civ abuses leave) Explain.

**Probably not, but can't say yes or no. If he did he would be surprised. Opinion, no, but (b)(6), (b)(7)c (b)(6), (b)(7)c would be the one who would do it.**

14. Have you heard that Mr. Hatley was under investigation? If so, how or whom?

**I had heard that there were some improprieties with this timecard – it could be from email with Dep IG or with Dep Counsel. Previously (2018), I researched the timecard issue with the sick leave with (b)(6), (b)(7)c in comptroller and then went to speak to (b)(6), (b)(7)c to see what to do about inconsistencies. (b)(6), (b)(7)c was also aware. Told to (b)(6), (b)(7)c him to correct his time card. This drove the time and attendance tracker in Facilities.**

15. Were time cards corrected?

**I didn't see it, but would assume yes that steps to correct were taken. Believes (b)(6), (b)(7)c told to correct it.**

16. Did Mr. Hatley come to you about being investigated?

**No, not that I can recall.**

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#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present?

**For timecard, his supervisors are accountable of impropriety, the deputy position. I think Garett is a good person and hope he didn't take advantage, but did try to warn him. Command should try to correct him and not terminate him. Facilities needs some different leadership structure, maybe with different leadership will result different outcome.**

2. Who else do you think we should talk to and why?

**Contractors with him, maybe (b)(6), (b)(7)c possibly. I don't know (b)(6), (b)(7)c helpful to try and correct the situation.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes**

5. Do you have any questions? The time is 1428, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

## WITNESS (PEER) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1130. This tape-recorded interview is being conducted on (date) 1/27/2020 at (location) IG Conference room, MARFORRES. Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **I do.**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired)

Grade / Position (b)(6), (b)(7)c

Organization (b)(6), (b)(7)c

Address (home or office) 2000 Opelousas Ave, New Orleans, LA 70114

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self- incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious , or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today?

**Yes, read the Directive.**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **No.**

3. Do you know Mr. Gareth Hatley, how long have you known him? What kind of person is he?

**Yes, since December 2013. Good person, don't know of anything adverse to his character.**

4. Do you know who Mr. Hatley's supervisor was in 2019? (b)(6), (b)(7)c

5. Who verified / confirmed Mr. Hatley's Time and Attendance work sheets? (b)(6), (b)(7)c **Not that I'm aware of.**

6. How does Facilities track time & attendance? **Immediate supervisor, signing off cards. Morning log-in on SharePoint.**

7. Do you know what Mr. Hatley's work hours/days were? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? (Data)

**I get here between 5-6am, Hatley gets here about 8:30-9am and leaves 2:30-3pm. Hatley was around the same time sometimes, but mostly I was already gone. Don't know what specific schedule. I'm usually here on Fri, but didn't see him much. To give you quantitative numbers**

**about 1 per month seen on a Friday.**

8. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early, how often?

(b)(6), (b)(7)c **had stated in meetings to be there at 0730 to start the day. Can't really confirm that he does- don't know his schedule. Most come in by 0730 (Facilities personnel), perception is bad. Never heard anyone say he did leave early.**

9. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. Are you aware of this? Does he have a medical condition? Do you believe he was abusing leave policy?

**Don't know how he actually used it. 6-8 months ago, people wondered where he was at, but he wasn't here when things would break. Had surgery on his nose; had a child. A spell where we didn't see him for a month or so. Usually I met with (b)(6), (b)(7)c in his office in the morning, there were times Hatley called to ask for time off, numerous times. Felt (b)(6), (b)(7)c gave in kindness for weakness. May have abused the leave policy.**

10. How often does Mr. Hatley go TAD?

**I don't really know. There is a SharePoint tracker for this. How long used? Since 2013.**

11. Have you ever heard that there was an issue regarding Mr. Hatley's accountability for time and attendance? If so, do you know if he was ever counseled? If so, by whom?

**Actually did hear that (b)(6), (b)(7)c had questioned him on it. Ops did the counsel because they tracked personnel.**

12. Is there a checkout policy for personnel leaving for the day?

**Not really set up that way. People just walk out without a courtesy to their boss. We have/had a huge gap in mid supervisors- people want to go, they just leave for the day.**

**\*\*\*INVESTIGATOR'S NOTE\*\*\***

**Sometime mid Dec 2019, I, (b)(6), (b)(7)c ran into (b)(6), (b)(7)c in the 2d deck hallway.**

(b)(6), (b)(7)c **informed me that Hatley had confronted him and told him that he was under investigation by the IG. He (b)(6), (b)(7)c believes it was someone from Counsel.**

XX  
**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why? (b)(6), (b)(7)c - **senior GS in Facilities, (b)(6), (b)(7)c**  
(b)(6), (b)(7)c **GS-12 very aware of intricate details in Facilities.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their



official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No** The time is 1152, and the interview is concluded. Thank you.

XX

(END READ-OUT)

## WITNESS (PEER) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 0804. This tape-recorded interview is being conducted on (date) 1/28/2020 at (location) IG Conference room, MARFORRES. Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility

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3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **Yes.**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired)

Grade / Position (b)(6), (b)(7)c

Organization Facilities, MARFORRES

Address (home or office) 2000 Opelousas Ave, New Orleans, LA 70114

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self- incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

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Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today?

**Directive states. Other NCIS investigation, rumors are going around.**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **No.**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he?  
**Yes, since he was in uniform about 10 years. As a person, pretty hard worker. Never had any cross dealings with him. Not in my direct chain of command. Always helpful with building manager duties. Honest guy.**

4. Do you know who Mr. Hatley's supervisor was in 2019?

(b)(6), (b)(7)c **based on organizational chart.**

5. Who verified / confirmed Mr. Hatley's Time and Attendance work sheets?

**Is there another level of review? If correct on last question, it would be** (b)(6), (b)(7)c **(b)(6), (b)(7)c**  
**not there, fall back maybe** (b)(6), (b)(7)c

6. How does Facilities track time & attendance?

**SLDCADA, moved away from old paper type. I hear you use sharepoint? Yes, for morning report.**

7. Do you know what Mr. Hatley's work hours/days were? Have you ever known him to adjust his

work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? (Data)

**I thought he had a compressed or flex time schedule. Not sure. I have a flex which is on file in either the civilian office or comptroller. RDO? I don't want to speculate when/which day.**

8. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early, how often?

**A. Not knowing his schedule, I do not have direct oversight on him. I would not know. B. I don't track him, don't want to assume.**

9. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. Are you aware of this? Does he have a medical condition? Do you believe he was abusing leave policy?

**I don't know how he combines, but he was out for a back issue and sinus surgery – don't know how he submitted to command. Abuse – don't really know, between (b)(6), (b)(7)c and Hatley.**

10. How often does Mr. Hatley go TAD?

**Not sure. Function has changed in last few months and made him a COR about when (b)(6), (b)(7)c retired.**

11. Do you know when an employee goes TAD he/she reverts back to straight 8s on their time sheets? (for GS type employee) Do you know if Facilities leadership is aware of this policy?

**A. That's a regulation, yes. B. I think that's in our annual civilian training.**

12. Have you ever heard that there was an issue regarding Mr. Hatley's accountability for time and attendance? If so, do you know if he was ever counseled? If so, by whom?

**Yes, 18 months or 2 yrs ago. Counseling, no, no idea.**

13. Have you heard that Mr. Hatley was under investigation? If so, how or whom?

**Yes, directly from Hatley. He told me in early December.**

14. When do you come into work?

**I come in about 6am and depart by 1430 – RDO every other Friday. A 9,4,5 or 4,5,9.**

XX

#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why? (b)(6), (b)(7)c **and people in his work area.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their

official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No** The time is 0820, and the interview is concluded. Thank you.

XX

(END READ-OUT)

## WITNESS (PEER) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 0911. This tape-recorded interview is being conducted on (date) 1/28/2020 at (location) IG Conference room, MARFORRES. Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility

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3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **Yes.**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired)

Grade / Position

(b)(6), (b)(7)c

(b)(6), (b)(7)c

Organization Facilities, MARFORRES

Address (home or office) 2000 Opelousas Ave. New Orleans, LA 70114

Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self-incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

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Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Do you know why you are here today?

**Yes, assume it concerns time and attendance.**

2. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who?

**No. Likely to concern Mr. Hatley who knows he is being investigated. He mentioned to me "I think they are looking at my time and attendance." Told me before the holidays. Did he say who told him? No.**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he?

**In Jul 2012, met him when I came aboard. He was a contractor at the time. Acting as building manager role supporting (b)(6), (b)(7)c Person- I get along with him quite well.**

**Professionally- limited interaction based on work tickets, his response was timely. I think he is a COR on a contract. Don't really overlap with our duties.**

4. Do you know who Mr. Hatley's supervisor was in 2019?

**I think (b)(6), (b)(7)c for a while, then under (b)(6), (b)(7)c – that section was being moved under our ops section (b)(6), (b)(7)c has moved on, now filled by (b)(6), (b)(7)c**

5. Who verified / confirmed Mr. Hatley's Time and Attendance work sheets?

**Don't know.**

6. How does Facilities track time & attendance?

**All I can speak to is environmental. (b)(6), (b)(7)c sticks to what is taught by civilian classes. Annual training, supervisor is always involved. Must be timely.**

7. Do you know what Mr. Hatley's work hours/days were? Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? (Data)

**Don't know. RDO- don't know. Can only reflect environmental.**

8. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he leaves work early, how often?

**Don't know- if documented, informal, etc. Hours to support command from Facilities is available 24/7 based on conference calls, meetings etc. I have an RDO every other Friday (balanced with (b)(6), (b)(7)c for coverage) Work 6-3:30 with reasonable accommodation- all documented in civilian office.**

9. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. Are you aware of this? Does he have a medical condition? Do you believe he was abusing leave policy?

**Can't speculate. Don't know if he has a reasonable accommodation (medical).**

10. How often does Mr. Hatley go TAD?

**He went to Charleston for a COR meeting. We have a COOP site at Ft Worth too.**

11. Do you know when an employee goes TAD he/she reverts back to straight 8s on their time sheets? (for GS type employee) Do you know if Facilities leadership is aware of this policy?

**We do. Default is 8 hours. I know (b)(6), (b)(7)c does, especially (b)(6), (b)(7)c Email comes from (b)(6), (b)(7)c**

12. Have you ever heard that there was an issue regarding Mr. Hatley's accountability for time and attendance? If so, do you know if he was ever counseled? If so, by whom?

**I do know people sometimes are looking for him, but he is a busy man. B. Don't know.**

13. Have you heard that Mr. Hatley was under investigation? If so, how or whom?

**See#2, rumors in the halls.**

XX

#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**

2. Who else do you think we should talk to and why? (b)(6), (b)(7)c **filling 1st line supervisor.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*



4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **Yes.**

5. Do you have any questions? **No** The time is 0930, and the interview is concluded. Thank you.  
XX  
(END READ-OUT)

## WITNESS INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1204. This tape-recorded interview is being conducted on (date) 1/28/2020 at (location) IG Conference Room, MARFORRES (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This investigation / inquiry (select one) was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **Yes.**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name (b)(6), (b)(7)c  
Rank (Active/ Reserve/ Retired)  
Grade / Position  
Organization  
Address (home or office)  
Telephone number (home or office)

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.*

*Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self- incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*a. For active-duty or reserve personnel subject to UCMJ:*

*I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.*

Do you understand? (Witness must state "yes" or "no.")

*b. For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Prior to this interview, has anyone approached you about an investigation and tried to either coerce you or coach you with answering investigation questions? If so, who? **No.**

2. What were the dates you worked in Facilities? Your position during that time? **Started in 2011 (Jun/Jul) until Aug 2019. Energy IT Manager, and other duties as required.**

3. Do you know Mr. Garett Hatley, how long have you known him? What kind of person is he? **Yes, about 2 years into my time working there. I guess, just a normal person. Never knew him outside of work, nothing out of the ordinary.**

4. When you worked at MARFORRES, what time did you get here (your work schedule)? Who normally arrived first you or Mr. Hatley and who left first you or Mr. Hatley? **Most recently at about 5:30-6am (worked 4-10s). I would be the first one there. I would always leave first. I normally leave between 3:30-3:45pm. Had RDO on Fridays.**

5. What did you work (4-10s, straight 8s, etc.)? **I did electrical management and plumbing too. But would stay longer as required. On 4-10s majority of time, adjusted (flex time) when duties were depicted per (b)(6), (b)(7)c**

6. Did you know what Mr. Hatley's work hours/days were? Have you ever known him to adjust his

work schedule between 4-10s to straight 8s or 5-4-9 and back? Or adjust his RDO from Mon to Fri and back? **A. Hatley was off on Monday (worked 4-10s) and assume 7-8am start, maybe 5pm end – I don't know. B. I don't know. At some point he worked from home a lot. C. RDO- I want to say he was off on Monday. Before I left, he switched to Friday, maybe. Found out there was a lot of things going on during Monday, so they switched his RDO.**

7. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. Can you confirm that Mr. Hatley arrives late to work, how often? Can you confirm he left work early, how often? **Kind of tricky- reason I say I came at 5:30 and did the tickets, print tickets – hard for me to say. I was already working and can't validate that.**

8. Who verifies / confirms Mr. Hatley's Time and Attendance work sheets?  
**I know he answered to** (b)(6), (b)(7)c **But just assume** (b)(6), (b)(7)c , **but not sure.**

9. Do you know who Mr. Hatley's supervisor was, who did he report to?  
**Assume** (b)(6), (b)(7)c **(GS-12 maybe, Hatley a GS-11).**(b)(6), (b)(7)c **at the top – don't know if she had any say over civilian employees.**

10. Have you ever heard that there was an issue regarding Mr. Hatley's time and attendance work sheets? If so, do you know if he was ever counseled? If so, by whom?  
**No, not really. Hard to say that, I really didn't pay attention to any of that or office politics. I didn't sit at my desk all day, so wouldn't see or know much to validate.**

11. Have you heard of any issue with him abusing sick leave? If so, provide details.  
**Not to my knowledge. Worked in same office space, near Hatley.**

XX  
**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No.**
2. Who else do you think we should talk to and why? **Whoever signs his time sheet, the validator.**
3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.")

5. Do you have any questions? **No.** The time is 1224, and the interview is concluded. Thank you.  
XX  
(END READ-OUT)

## WITNESS (SUPERVISOR) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1003. This tape-recorded interview is being conducted on (date) 28 Feb 2020 at (location) MFR IG Conference Room and Mr. Harmon's residence, Slidell, LA (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c and no others. This investigation / inquiry (select one) was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law (Title 18, Section 1001) to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name: (b)(6), (b)(7)c  
Rank (Active/ Reserve/ Retired)  
Grade / Position: (b)(6), (b)(7)c  
Organization: MARFORRES previously  
Address (home or office)  
Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

*NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate. Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self-incriminating statements.*

*NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:*

*For reserve and civilian personnel not subject to UCMJ:*

*I consider it my duty to advise you that under the provisions of Section 1001, Title 18, United States Code, whoever in any matter within the jurisdiction of any department or agency of the United States knowingly and willfully falsifies; conceals; or covers up by a trick, scheme, or device a material fact, or makes any false, fictitious, or fraudulent statement or representation, shall be fined not more than \$10,000 or imprisoned for not more than five years, or both. Additionally, any person who willfully and contrary to his oath testifies falsely while under oath may be punished for perjury under the provisions of Section 1621, Title 18, United States Code.*

Do you understand? (Witness must state "yes" or "no.")

1. Prior to this interview, has anyone approached you about an investigation and tried to convince you on how to answer investigation questions? If so, who?

**No, you were the only one.**

2. What were the dates you worked at Facilities, MFR?

**11 Jan 1996 through 31 Dec 2019.**

3. How long have you known Garett Hatley? What kind of person was he?

**Probably since 1998, 1999, somewhere around there. He's a good person.**

4. Who was his direct supervisor?

**He started out in the Marine Corps as a Marine and I was in the Marine Corps. He was our admin clerk. 2018-2019 timeframe, Garett worked for me up until roughly 2018 then I moved to do close-out projects for Mil Con and turned over Maint department to Hatley. He fell under**

**(b)(6), (b)(7)c they made 3 or 4 changes of command within facilities; at one time he was supposed to be under (b)(6), (b)(7)c then another time he was supposed to be under (b)(6), (b)(7)c (b)(6), (b)(7)c It flip flopped because they were trying to rearrange sections within the facilities.**

5. a. Who verified / confirmed Mr. Hatley's Time and Attendance work sheets 2019/ FY19? b. Was there another level of review?

**a. Most of the time we went in on our time sheets and punched in that away. For the department, morning reports were sent down to HQBN by (b)(6), (b)(7)c Anybody can see the morning reports. Confirm his time and attendance, I don't know. I know that (b)(6), (b)(7)c had to send one down to HQBN. b. Everybody could go in and see the morning report. SLCADA, I don't know who verified his, he wasn't under me.**

6. Do you know what his work hours/days were (8s, 4-10s, 5-4-9)?

**4-10's for Mr. Hatley.**

7. It was stated anonymously that Mr. Hatley adjusted his schedule around regularly. Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back?

**I think sometimes when he went on the road, towards later time he went to Charleston for contracting. He worked 5 days to week, go down Monday and come back Friday. When I turned over COOP, he went to Ft Worth.**

8. It was also stated that Mr. Hatley's RDO repeatedly changed between Monday and Friday, looking as if to take advantage of holidays, etc. a. Are you aware of this adjustment from Mon to Fri and back? b. Did someone approve his RDO shift? Explain.

**a. No, we changed it awhile back. I had Mondays and he was Friday, then we switched. b. Approved by (b)(6), (b)(7)c wanted me to be there on Monday's.**

9. Were any adjustments to his schedule, such as flex-time, approved by a supervisor?

**I won't know because he wasn't under me at the time.**

10. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. a. Can you confirm that Mr. Hatley arrived late to work, how often? b. Can you confirm he left work early, how often?

**a. No, I couldn't. b. No more than other people. I didn't watch them, no office view, contractors would come and go. Unless I was looking for you, I wouldn't know.**

11. It was stated anonymously that Mr. Maguire was aware of Mr. Hatley's tardiness, arriving either by 0930 or 1000. a. Can you confirm? b. How was it accounted for?

**\*\*Question not asked.\*\***

12. It was stated that Mr. Hatley was permitted to work from home due to surgical procedure and/or having a new baby, a. who approved? b. Was this coordinated through Civilian Management Office or comptroller for proper procedures?

**a. Yes, I would say (b)(6), (b)(7)c approve it. b. I don't know.**

13. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. a. Were you aware of this? b. Does/did he have a medical condition? c. Who approved his absences? d. Do you believe he was abusing leave policy?

**a. I wouldn't be aware, don't sign his leave papers for this period. I use to but not in the last year or so. b. For the period, no, I don't think so.**

14. There is record of two advance leave requests, one in 2017 and 2018, for Mr. Hatley to take care of his daughter; the 2018 request recommended that he enroll in the FMLA program. Do you know if he was ever enrolled? Explain. Was he provided the details about FMLA?

**a. I don't know. b. I don't know.**

15. How often did Mr. Hatley go TAD?

**Only time he went TAD was when he switched jobs - twice to Fort Worth with him for COOP. Charleston, SRA contracts he was the Hub, 2019. He did a couple more TAD trips for energy conservation.**

16. Were you aware that when an employee goes TAD he/she must revert back to straight 8s on their time sheets based on policy? Records show that Mr. Hatley maintained a 10 hr shift while conducting TAD.

**Yeah, basically yeah.**

17. It was mentioned that Mr. Hatley was counseled for Time & Attendance in 2018. Do you know who counseled him? If not, why?

**Can't recollect, no. I went to Mil Con. Not aware of (b)(6), (b)(7)c talking with Hatley. I**

didn't hear anything about it.

18. a. Was there any coordination to get his timecards corrected with comptroller? [Nothing shows correction] b. Did anyone follow up to see if corrected? **\*\*Question not asked.\*\***

19. Has Mr. Hatley ever received a Letter of Requirement? (ForO- CIV time & attendance, used when civ abuses leave) [no record in CMO] Explain.

**\*\*Question not asked.\*\***

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#### PART IV: FORMAL READ-OUT

(BEGIN READ-OUT)

1. Do you have anything else you wish to present?

**No, not that I can think of.**

2. Who else do you think we should talk to and why?

**None that I can think of.**

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **YES**

5. Do you have any questions? The time is 1026, and the interview is concluded. Thank you.

XX

(END READ-OUT)



## WITNESS (RECALL) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1343. This tape-recorded interview is being conducted on (date) 28JAN2020 at (location) IG Office, MARFORRES (if telephonic, state both locations). Persons present are the witness (name) (b)(6), (b)(7)c the investigating officers (b)(6), (b)(7)c (b)(6), (b)(7)c (court reporters, attorney, union representative, others) and no others. This is a continuation of an interview conducted on (date) 23JAN2020 as part of a (investigation / inquiry) directed by Commander, Marine Forces Reserve concerning allegations of: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. You were previously advised of the role of an Inspector General, of restrictions on the use and release of IG records, and of the provisions of the Privacy Act. Do you have any questions about what you were previously told? (Witness must state "yes" or "no.") **No.**

3. You were also informed you are not suspected of any criminal offense and are not the subject of any unfavorable information. During the previous interview, you were put under oath before giving testimony and were reminded that it is a violation of Federal law to knowingly make a false statement under oath. You are still under oath.

4. Please state your: (as applicable)

Name (b)(6), (b)(7)c  
Rank (Active/ Reserve/ Retired) (b)(6), (b)(7)c  
Grade / Position (b)(6), (b)(7)c  
Organization MARFORRES  
Address (home or office) 2000 Opelousas Ave, NOLA 70114  
Telephone number (home or office) (b)(6), (b)(7)c

(END READ-IN)

XX

### PART III: QUESTION THE WITNESS

1. You stated previously that you informally counseled or had a discussion with Mr. Hatley about his time and attendance. Did someone above you in leadership direct?

**I spoke with (b)(6), (b)(7)c spoke with (b)(6), (b)(7)c and inquired with (b)(6), (b)(7)c about the employee's absence or lack of accountability. (b)(6), (b)(7)c possibly said he gave the individual sick leave, can't totally recall. I went to (b)(6), (b)(7)c [comptroller] and didn't see any formal log about the request or coordination. This is when we told Mr. Hatley to fix himself. I wouldn't call it counseling but a recommendation. Maybe you should speak to an impartial party like HQBN, based on trying to get a hold of him – accountability.**

2. How did it come about? [answered above]

**The timecard didn't indicate advanced sick leave or given time off. Recommend getting with (b)(6), (b)(7)c. Supposedly, thought all this was taken care of.**

3. Who else knew about the informal counseling or discussion with Mr. Hatley?

**I told (b)(6), (b)(7)c that I need to talk to Hatley based on inconsistencies and people looking for him. Sought guidance from the (b)(6), (b)(7)c (witnessed conversation) on how to rectify the situation – what we could do to try and clean up the timecard. It was on or about Feb 2018, almost 2 yrs ago. OPINION: Garett was taking advantage of (b)(6), (b)(7)c via advance sick leave for medical (either himself or his dependents).**

XX

#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present? **No**

2. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

3. In our first interview, I advised you that your testimony may be made part of an official Inspector General record and that, while access is normally restricted to persons who clearly need the information to perform their official duties, any member of the public could ask the Inspector General for a copy of these records. You (did / did not) consent to the release of your testimony. Do you consent to the release of the testimony you gave today but not your personal identifying information such as name, social security number, home address, or home phone number? (Witness must state "yes" or "no.") **Yes.**

4. Do you have any questions? The time is 1354, and the interview is concluded. Thank you.

XX

(END READ-OUT)

## WITNESS (SUPERVISOR) INTERVIEW SCRIPT

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 0940 This tape-recorded interview is being conducted on (date) 2 Mar 2020 at (location) IG Conference Room. Persons present are the witness (name) (b)(6), (b)(7)c, the investigating officers (b)(6), (b)(7)c. This investigation / inquiry (select one) was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive) Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

*NOTE: If the investigation concerns classified information, inform the witness that the report will be properly classified, and advise the witness of security clearances held by the IG personnel. Instruct the witness to identify classified testimony.*

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this inquiry / investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. You are not suspected of any criminal offense and are not the subject of any unfavorable information.

4. Before we continue, I want to remind you of the importance of presenting truthful testimony. It is a violation of Federal law (Title 18, Section 1001) to knowingly make a false statement under oath. Do you have any questions before we begin? Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **YES**

*NOTE: The witness should audibly answer "yes" or "I do." If the witness objects to the oath, the word "swear" may be changed to the word "affirm," and the phrase "so help me God" may be omitted.*

5. Please state your: (as applicable)

Name: (b)(6), (b)(7)c

Rank (Active/ Reserve/ Retired): (b)(6), (b)(7)c

Grade / Position: (b)(6), (b)(7)c Facilities

Organization: MARFORRES

Address (home or office) 2000 Opelousas Ave, New Orleans

Telephone number (home or office): (b)(6), (b)(7)c

(END READ-IN)

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### PART III: QUESTION THE WITNESS

NOTE: (1) If during this interview the witness suggests personal criminal involvement, the witness must be advised of his or her rights using a Rights Warning Procedure/ Waiver Certificate.

Unless the witness waives his or her rights, the interview ceases. If during the interview you believe the witness has become a subject, advise him or her that he or she need not make any self-incriminating statements.

NOTE: (2) During the interview, if it becomes necessary to advise a witness about making false statements or other false representations, read the following statement to the witness as applicable:

For active-duty or reserve personnel subject to UCMJ:

I consider it my duty to advise you that any person subject to the UCMJ who, with intent to deceive, signs any false record, return, regulation, order, or other official document, knowing the same to be false, may be subject to action under the provisions of UCMJ, Article 107. Additionally, under the provisions of the UCMJ, Article 134, any person subject to the UCMJ who makes a false statement, oral or written, under oath, believing the statement to be untrue, may be punished as a courts-martial may direct.

Do you understand? (Witness must state "yes" or "no.")

1. Prior to this interview, has anyone approached you about an investigation and tried to convince you on how to answer investigation questions? If so, who?

**No.**

2. How long have you known Garett Hatley? What kind of person was he?

**a. Four years, I met him August of 2016 when I checked in here. b. What kind of person? Is he a hard worker? Yes, he's a hard worker and my impression is he takes his job seriously and he works at it.**

3. Who was his direct supervisor? **Right now it is**

(b)(6), (b)(7)c

**Before that? (b)(6), (b)(7)c (b)(6), (b)(7)c One question here, was (b)(6), (b)(7)c always his supervisor or was there someone previously? When I got here it was (b)(6), (b)(7)c building support team reported directly to (b)(6), (b)(7)c**

4. a. Who verified / confirmed Mr. Hatley's Time and Attendance work sheets? b. Was there another level of review?

**a. Now it is (b)(6), (b)(7)c And prior to that it was? (b)(6), (b)(7)c b. For timecards, no. I was I was the back up for the department, but that would be if (b)(6), (b)(7)c was unavailable.**

5. Do you know what his work hours/days were (8s, 4-10s, 4-5-9)? **I know he has a RDO but I think it's every other, so I think its 549's. So every other Friday? Yes, every other Friday.**

6. It was stated anonymously that Mr. Hatley adjusted his schedule around regularly. Have you ever known him to adjust his work schedule between 4-10s to straight 8s or 5-4-9 and back?

**Never that was brought to my attention. No, (long pause) I am not aware of that.**

7. It was also stated that Mr. Hatley's RDO repeatedly changed between Monday and Friday, looking as if to take advantage of holidays, etc. a. Are you aware of this adjustment from Mon to Fri

and back? b. Did someone approve his RDO shift? Explain.

a. **No.** Who approved his RDO shift or was there an agreement? **I've never seen that written agreement, I don't know.** (b)(6), (b)(7)c There was, from what we gathered his RDO may have changed from Monday to Friday or vice versa based on his change in his billet or role taking over (b)(6), (b)(7)c what he used to do or maybe (b)(6), (b)(7)c Somebody that ran the maintenance shop and whenever the MilCon, then there was that switch over. **So** (b)(6), (b)(7)c **was the building manager, I think for years and then as the duties got to be the more complex and Gareth was hired, it was my impression and observation that Gareth did building maintenance. That he supervised the contractors, that he scheduled the work, that he interfaced with the actual providers that were here the custodial and the maintenance team in all that. My impression is that** (b)(6), (b)(7)c **did some of the COOP stuff, some of the passing information along to Gareth. I just didn't note that in my time here that** (b)(6), (b)(7)c **did a ton of building maintenance stuff. COOP, he did some COOP prep for Dallas-Fort Worth, that what you're describing I'm not clear of this changeover when it occurred. When I was here 2016, Gareth was building maintenance.** (b)(6), (b)(7)c The confusion is, if there was a change, there may have been times that I don't know that he or it was perceived that he took advantage and changed it around since then. We've had, and I think there's data in here that, I don't know if you (b)(6), (b)(7)c correct me if I'm wrong if there was just one change on this sheet of the various days and it didn't change back. (b)(6), (b)(7)c It appears that about for about four or five months maybe possibly six months, his RDO would be every Friday and then it's about midway through the year it swapped back to Monday. **Again, none of that was ever brought to my attention for approval or I never signed those agreements that are required for those compressed work schedules. That was never brought into my office and honestly, I didn't have Gareth, was not coming to the branch heads standups on Monday mornings and he was not coming to the staff meetings routinely. So his presence was not always visible to me from some, you know, routine or whatever that we had, cyclic meeting schedule. I would see him if he walked in, walked into** (b)(6), (b)(7)c **office or if we had a luncheon and something altogether. But there was no standing report to me for information.**

8. Were any adjustments to his schedule, such as flex time, approved by a supervisor?

**Not visible to me if so.**

9. It was stated anonymously that Mr. Hatley arrives late to work often and leaves early often. a. Can you confirm that Mr. Hatley arrived late to work, how often? b. Can you confirm he left work early, how often? [show data]

**a. No, can't confirm. b. No.**

10. It was stated anonymously that Mr. Maguire was aware of Mr. Hatley's tardiness, arriving either by 0930 or 1000. a. Can you comment?

(Long pause) **If anyone was aware, I mean** (b)(6), (b)(7)c **would have been aware because Gareth reported to him. But there was no, as I said, some stated like some would come check in at my office door when you show up because you know were spread over 1, 2, 3, 4 different office spaces on the second deck so comings and goings are not always visible. So, there was no office protocol or SOP when you come in you see me first when you come in? No. None of that? No.**

(b)(6), (b)(7)c I have a question, but I'll wait for the next two to go so that it may be answered that way.

11. (b)(6), (b)(7)c Do you know how it was reported or did (b)(6), (b)(7)c come to you or did he brought it up that if he may have been aware of it or approved of his tardiness? Did (b)(6), (b)(7)c ever come to you? On the one time that (b)(6), (b)(7)c spoke to me of Gareth's time and attendance was, I can't remember what year it was that his daughter was sick and I want to say it was even as far back in 17. It was years ago and he said something that he's going be taking a lot of leave she's getting tubes in her ears or she had some problems. But, that was the one time that he spoke to me about time and attendance. (b)(6), (b)(7)c I've got some questions about that. But like I said, I think that was, that wasn't this year, that was years ago. (b)(6), (b)(7)c 2017 maybe. (b)(6), (b)(7)c Alright, so that came to you just to clear up? Yes. (b)(6), (b)(7)c Now that was the only time? Yes, that was the only time we spoke about Gareth's time and attendance.

You don't know how long that period was for or did (b)(6), (b)(7)c say anything? No, I didn't even jot it down, it didn't seem important or anything or unusual. Is was someone, babes need tubes in their ears sometimes. Do know (b)(6), (b)(7)c ever coordinated that through the CMO or the Comptroller for proper procedures for get him? For getting him some leave? Yes. I don't know. Do you know if that was for telework or was it for actual leave, sick leave? He said leave, he would be taking some leave his daughter got some ear infection. (long pause) I'm of the opinion, that you can't do building maintenance supervising from telework. So that telework had been proposed to me as an option for Gareth Hatley it's not available that type of duty doesn't lend itself to telework. But then again that was not proposed to me.

12. It was noted that Mr. Hatley has used his sick leave quite often in conjunction with annual leave and holidays. Were you aware of this? No. I asked this before, does he have a medical condition, besides his daughters having some medical issues? Did Gareth have anything? Nothing has been brought to my attention.

The next question is we get done here is who approved his absences? I am assuming it was (b)(6), (b)(7)c but again I was not a double certifier, higher level reviewer on those timecards. It's the single supervisor approval process.

(b)(6), (b)(7)c Just before we get to that last question we have here, because you may or may not know. From our data, we have about 27 days where he claimed 10 hour days which he doesn't show that he was here, this going back from November 2018 to November 2019. Okay. Then there is 23 day where it shows it could be possibly late arrival early departure for the different periods, that's a lot of time. So this next question is and you may or may not have an opinion on this, but do you believe he was abusing the leave policy? Policy? You know leave and liberty, for civilians we have our Force Orders and things of that nature. You may not have an opinion on it because you are not aware of what's going on, it seems like he's abusing the policy. The arrival times (long pause) again, was he at Quarters A, was he at the warehouse down at the Belle Chasse warehouse, where there's AV equipment for cable, installation, spools of cable and equipment and stuff, it's down in Belle Chasse, was he down there. Okay, Belle Chasse



warehouse, I wasn't aware of that. Being in the building, I don't know. The Belle Chasse warehouse is for? There's AV equipment and who's down there, I went down there with (b)(6), (b)(7)c and just toured it to see the space is just out on the way to the base. So it's quite possible that there are some days he might not come here directly and he may go there for whatever the reason is. For whatever the reason, there are supplies and equipment are there to support the AV here. I don't know. There are the days that he traveled for inventory, I think (b)(6), (b)(7)c may have been turning over some of the COOP information to him. So those would be the other things that probably that DTS would need to be pulled or I don't know. Can I look at that or can I see that or not? (b)(6), (b)(7)c This here? Or whatever you were talking about? These are the various days. And did you look at. We did, we bounced those dates off of DTS. Yes, he has some trips but yet those were accounted for and those right there were not. (b)(6), (b)(7)c Accordance to the evidence we have, the scans. Did you just look at just this window? I only went back one year, from when I got the complaint back one year. The scans, his last years of his time and attendance sheets of what he claimed and we also pulled his DTS. Okay. So that's what bring us to this conversation. Yes. Do you have any other questions? No.

13. Moving on here, we have record of two advanced leave request, one in 2017 and one in 2018 from Mr. Hatley to take care of his daughter. The 2018 request recommended that he submitted was that he enroll in the FMLA program. Was he ever enrolled or were you aware if he was enrolled? I am not aware of that. (b)(6), (b)(7)c So you are aware that's the Family Medical Leave? Family Medical Leave, right. I don't know. Again, like I said, (b)(6), (b)(7)c just approached me one time that he was going to take some leave because his daughters, I don't know him that well. (b)(6), (b)(7)c Just so that you know, there was two advance leave requests. Currently what we see, he's always at that minimal level having a balance. So, who knows?

14. How often did Mr. Hatley go TAD?

I am apprised of everyone's TAD, but I can give an estimate or assessment right now. I can go back and look. Has it increased since his new job or when he took over more responsibilities, for TAD? We did send him to do some baseline inventories. So those were additional travels and that is where we were changing over the contract that was ending and we were renewing, that was a requirement for government employee verification of inventory and supplies.

15. Were you aware that when an employee goes TAD he/she must revert back to straight 8s on their time sheets based on policy? Records show that Mr. Hatley maintained a 10 hr shift while conducting TAD.

No, I was not aware of that. (b)(6), (b)(7)c The records show that he maintained a 10 hours work shift while conducting TAD. Is that something that is provided in the annual training that would refresh those civilian employees? Yes. Okay.

16. It was stated that you were informed about issues regarding Mr. Hatley's accountability for time and attendance in 2018. Did you or someone else ever counsel him? What I did was there was one of the other uniform military personnel that had concerns about and not just Hatley, but that everybody was getting loose on attendance. So we had a meeting with the branch heads and some more folks that we need to establish the, I called it the time

card approval matrix. Branch heads will approve their employees. We talked about restructuring it and then we said generally to all employees that you are not going to have anybody else approve your time cards, except your direct supervisor. If we continue to have problems, we will look at the compressed work schedule to ensure that we are getting our work done and that everyone's here for their time, that are supposed to be here. It was sort of a general, like an all hands type of instructions, so it was not sitting down with individual employees and doing up counselings. It was, hey we are going to refocus. And that was just to the branch heads? It was to the folks that were in the staff meetings, so right it was to the branch heads. Was Gareth in that, do you know? I don't know, (b)(6), (b)(7)(c) was in there though. Do you know if (b)(6), (b)(7)(c) ever discussed that with Gareth? I don't know. (long pause) So that was 18? Yes. So we kind of had a refocus on it. Hey, here is the matrix, here who approves your timecard, here is where you go to for leave, don't go to other folks. I also said that we need to change around the RDOs, so that everybody is not gone all on the same Friday. I wanted branch coverage, we talked about this in the staff meetings with the branch heads. We made some adjustment with some peoples schedule at that time to make sure we had somebody from each branch on Fridays.

17. a. Was there any coordination to get his timecards corrected with comptroller? [nothing shows correction] b. Did anyone follow up to see if corrected?

**\*\* Question not asked.\*\*\***

18. Has Mr. Hatley ever received a Letter of Requirement? (ForO- CIV time & attendance, used when civ abuses leave) [no record in CMO] Explain.

(b)(6), (b)(7)(c) will explain that to you? (b)(6), (b)(7)(c) A Letter of Requirement, you probably don't know. If somebody has an issue with their time and attendance and that they are abusing it, per the order they should get a Letter of Requirement which takes them back, if it's a continuous issue, takes them back to straight 8s. Oh. So that they can prove that they can actually work on a different flex-time schedule, 4-10s, whatever it may be. It's typically done through the CMO office. There is no record of one over there, I don't know if (b)(6), (b)(7)(c) did one or you even heard of one. I never even heard of anything like that. It's an option for things like that, keep that in mind for other cases. Yeah, okay.

(b)(6), (b)(7)(c) I'm going to look over everything I got here. I think that's all I got.  
(b)(6), (b)(7)(c) I can't think of anything else.

(b)(6), (b)(7)(c) Okay, I'm going to do the read out.  
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#### **PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

1. Do you have anything else you wish to present?  
**No.**

2. Who else do you think we should talk to and why?  
(b)(6), (b)(7)(c) By this point we have spoken to quit a few people that you may name. Yeah.



Or which we may not have spoken too. I don't know who else might have been in the office with Gareth when he was coming and going. The maintenance guys here in the building, they have a vested interest in Gareth in staying here. (b)(6), (b)(7)c Because he's their COR for them right? Yes, he has been their supervisor. I don't know if there is any value in asking them anything. I guess I don't have anything else.

3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.

*NOTE: Advise others who are also present against disclosing information.*

4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **YES**

5. Do you have any questions? **No, questions** The time is 1010, and the interview is concluded. Thank you.

XX  
(END READ-OUT)

## PRIVACY ACT INFORMATION

Data Required by the Privacy Act of 1974 PRIVACY ACT STATEMENT For Personal Information Taken During Inspector General Interviews

AUTHORITY: Title 5 US Code, Section 552a.

PURPOSE: To determine the facts and circumstances surrounding allegations or complaints against Navy/Marine Corps personnel and/or activities. To present findings, conclusions and recommendations developed from investigations and other inquiries to the Secretary of the Navy, CNO, CMC, or other appropriate commanders. Disclosure of Social Security Account Number is voluntary, and if requested, is used to further identify the individual providing the information.

ROUTINE USES: The information is used for the purpose set forth above and may be:

- a. forwarded to federal, state or local law enforcement agencies for their use;
- b. used as a basis for summaries, briefings or responses to Members of Congress or other agencies in the Executive Branch of the Federal Government;
- c. provided to Congress or other federal, state and local agencies, when determined necessary.

### MANDATORY OR VOLUNTARY DISCLOSURE AND EFFECT ON INDIVIDUAL NOT PROVIDING INFORMATION:

For Military Personnel: Disclosure of personal information is mandatory and failure to do so may subject the individual to disciplinary action.

For Department of the Navy Civilians: Failure to disclose personal information in relation to your position responsibilities may subject the individual to adverse personnel action.

For All Other Personnel: Disclosure of personal information is voluntary and no adverse action can be taken against individuals for refusing to provide information about themselves.

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### ACKNOWLEDGMENT

I understand the provisions of the Privacy Act of 1974 as related to me through the foregoing statement.

Signature:  Date: 20200604



**EMPLOYEE ADVISEMENT OF RIGHTS  
AND OBLIGATIONS**  
(ADMINISTRATIVE / NON-CUSTODIAL)  
KALKINES WARNINGS

You are going to be asked a number of specific questions concerning the performance of your official duties within the Department of the Navy.

You have a duty to reply to these questions, and agency disciplinary proceedings resulting in your discharge may be initiated as a result of your answers.

However, neither your answers nor any information or evidence which is gained by reason of such statements can be used against you in any criminal proceedings.

You may be subject to dismissal if you refuse to answer or fail to respond truthfully and fully to any question.

**ACKNOWLEDGEMENT**

I have read or have had read to me the above advisement of my rights and obligations as an employee of the Department of the Navy. I understand these rights.

(b)(6), (b)(7)c  
Investigator  
Office of the Inspector General

\_\_\_\_\_  
Employee's Signature

Coast Hattery  
(Print Name)

Witness: (b)(6), (b)(7)c

\_\_\_\_\_  
Date: 4 June 2020

Time: 10:10

Location: MARFORRES IG Conf. Room

## SUBJECT INTERVIEW SCRIPT (HATLEY)

### PART II: FORMAL READ-IN

(BEGIN READ-IN. DO NOT USE YOUR OWN WORDS.)

1. The time 1012. This tape-recorded interview is being conducted on June 4, 2020 at the MARFORRES IG Conference Room. Persons present are (subject name) Garet Hatley, the investigating officers (b)(6), (b)(7)c and no others. This investigation was directed by the Commander, MARFORRES and concerns allegations that: (as stated in directive): Investigate alleged improprieties of time and attendance fraud committed by a government employee assigned to MARFORRES Support Facility.

2. An Inspector General is an impartial fact-finder for the commander. Testimony taken by an IG and reports based on the testimony may be used for official purposes. Access is normally restricted to persons who clearly need the information to perform their official duties. In some cases, disclosure to other persons, such as the subject of an action that may be taken as a result of information gathered by this investigation, may be required by law or regulation, or may be directed by proper authority. Upon completion of this interview, I will ask you whether you consent to the release of your testimony but not your personal identifying information such as name, home address, or home phone number, if requested by members of the public pursuant to the Freedom of Information Act.

3. If we must collect more personal information, I provided the Privacy Act Statement. Do you understand it? Yes

4. While you are not suspected of a criminal offense, we have information which may be unfavorable to you. We are required to give you the opportunity to comment on these matters. You are advised that you are suspected of the following allegations, which we want to question you about:

a. ALLEGATION #1: GS-11 Garet W. Hatley, Facility Analyst, MARFORRES, New Orleans, LA, knowingly falsified his SLDCADA Bi-Weekly Time and Attendance Sheets in violation of 18 U.S. Code § 1001 (False Statements), from 19 November 2018 to 19 November 2019.

b. ALLEGATION #2: GS-11 Garet W. Hatley, Facility Analyst, MARFORRES, New Orleans, LA, habitually abused his authorized Compressed Work Schedule (4-10 Schedule) by arriving late for work (unexcused tardiness) and leaving work early without proper authorization (unauthorized absence) in violation of SECNAVINST 12752.1A, Enclosure 3, from 19 November 2018 to 19 November 2019.

c. ALLEGATION #3: GS-11 Garet W. Hatley, Facility Analyst, MARFORRES, New Orleans, LA, knowingly abused his sick leave in violation of ForO 12600.2, from 19 November 2018 to 19 November 2019.

5. I previously advised you of your rights, and you signed the acknowledgement.

a. Do you understand your rights? Yes

6. Before we continue, I want to remind you of the importance of presenting truthful

testimony. It is a violation of Federal law (Title 18, Section 1001) to knowingly make a false statement under oath. Do you have any questions before we begin? **No** Please raise your right hand so that I may administer the oath.

"Do you swear that the testimony you are about to give shall be the truth, the whole truth, and nothing but the truth so help you God?" **Yes**

7. Please state your: (as applicable)

Name: **Garet Hatley**  
Rank (Active/ Reserve/ Retired): **N/A**  
Grade / Position: **GS-11 / 1601 / MARFORRES Facilities Maintenance Manager**  
Organization: **MARFORRES**  
Address (home or office): **2000 Opelousas Avenue, New Orleans, LA, MARFORRES**  
Telephone number (office) **(504) 697-9853**

(END READ-IN)

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**PART III:**

1. How long have you worked in Facilities, MFR? (I understand you started as a contractor?)  
**So I was on active duty from 07 to 11, then I contracted from 11 to 2013, and then GS from 2013 to present.**

2. What's your typical workday? (Explain the hours you work, any changes in schedule since APR/MAY 2019, do you have an RDO)

**So it all depends on what we have going on. So I come in, I do my walkabouts around the compound, check irrigation systems, the buildings in the back, do my rounds regarding the landscape. You know, check everything out and then come in the building. Talk to my supervisor, at the time was (b)(6), (b)(7)c See what he's got for the day, go through trouble tickets, oversee what my guys are doing, complete trouble tickets, and look over drawings. I have a nationwide contract that I managed, so I oversee about 30 contractors on that contract, the PM services IDIQ work. We do a lot of running to Home Depot / Lowes and we do a lot of work at Quarters A, Lafayette, I can go on. Various things, so the hours you work, as stated in the allegations are 4-10s? Yes, sir. Were there any changes in your schedule since April - May 2019? No. The reason I ask is that your RDO change. So the RDO change because my original RDO was Monday, so (b)(6), (b)(7)c saw that we had a lot more going on Monday morning then we would on Friday morning, so that's why I switched. So it was the supervisor? Yes, at his discretion.**

3. Do most people in Facilities work 4-10 hr days and take an RDO?

**I don't know. I know that there is several of us that work a 4-10. Do you know if the majority takes an RDO, Regular Day Off? What day do they take off? Not what day, is the RDO pretty common in Facilities? Yes, sir.**

4. What are your responsibilities? Are there any other buildings or locations you have to visit? What do you do there? How often do you visit these locations?

**We spend a lot of time at Quarters A, we got the buildings in the back. Roughly about a year ago we got that back to us. So, we've been looking over the designs of those buildings here in the back 40, buildings H100, H101. Near the Mississippi river? Yes, sir, than I have**

Lafayette, those are the three main locations. Truck Company-Lafayette? **Yes, the maintenance contracts are regionalized contracts, that's why I have more than one location. I manage the contract that has multiple sites in that contract. I understand, is there something at Belle Chasse? Belle Chasse, yes, we do some stuff at Belle Chasse. The PWB at Belle Chasse helps us out over here at MARFORRES as well. How often do you visit these locations? Quarters A, it can vary. So last year in 2019, CMFR was not here. When General McMillian left the house it was vacant until General Bellon got confirmed. So pretty much the majority of our focus was getting everything at Quarters A ready for when General Bellon came aboard. So we spent a lot of time in Quarters A last year. And your visits down to Belle Chasse? It frequents, I really don't have a set schedule, just whenever I need to go talk to PWD, whatever the case may be.**

5. You also have a few TAD trips?

**Yes, sir. At a certain point, did your position change between Nov 2018 and Nov 2019? I don't know if you want to say my position changed, I got a lot of additional collateral duties. Responsibilities? Yes, sir. Someone mentioned a COR. Yes, I'm a contracting officer representative for a nationwide contract. Does that gives you more responsibilities? Absolutely, yes sir. So it would take you TAD trips to where? So mostly Charleston, that's where the company we have a contract with is where their office is, and where a lot of our inventory are. So I go and verify inventory when I'm there, plan out, the site's coming online, stuff like that.**

6. So, we're a little confused on your supervisor timeline. Can you explain who your supervisors were starting in late 2018 to present? (How long each? When did Ed Maguire become your immediate supervisor?)

**It's always been (b)(6), (b)(7)c Always been Mr. Maguire? Yes, until (b)(6), (b)(7)c retired and then a switch to (b)(6), (b)(7)c So (b)(6), (b)(7)c was never a supervisor? So (b)(6), (b)(7)c was when I was a contractor, (b)(6), (b)(7)c overseen me, right. So then whenever he got promoted, he stayed in building maintenance for a little bit but then he moved across the hall to do the closeout department. I guess it's the proper terminology for it and I stayed where I was, to continue to manage the building management types of stuff.**

7. Who verified your time and attendance?

**(b)(6), (b)(7)c How did that process work prior to SLDCADA in 2019, the paper? Did you take it to Mr. Maguire? Yes, sir. How about the leave request? The same. Did anybody else verify or approve it or was it always (b)(6), (b)(7)c has always been my first line supervisor. When he was not available is what I'm getting at. No. Nobody else? Not that I recall, no. And just so that you know the initial complaint said for the past five years. We can only go back so far, we just did it the year back from when we received the complaint. That's why the dates are from Nov 2018-Nov 2019. Yes, sir. That's the snapshot, but they did complain to five years back. Okay.**

8. I understand that you requested advance leave in both 2017 and 2018. What were the reasons?

**My daughter had a lot of health issues, I needed to have advance leave to take off to be with her. Okay. Based on our inquiry, your leave balances were always riding real low. Yes, sir. We were curious why and that's how we found out about the advance leave requests. Yes, sir. As far as records, do you have any records on that to show or does somebody else have those records to show? As far as what? To show the documentation they need to keep on file for the leave requests? I guess that would be the civilian person. Did you have to give information to the civilian management office? To get advance leave? Yes, to the civilian management office. Yes, so the way it works is that I would send a MEMO to (b)(6), (b)(7)c as my supervisor and then he would send it to (b)(6), (b)(7)c Then (b)(6), (b)(7)c would do whatever he need to do. Then it would come back approved / disapproved, whatever the case may be. Okay, with the 2018 requests, I know that there was a discussion about FMLA. Do you know what that is? Yes. The Family Medical Leave Act. They recommended that you do that, but I don't see that in your record, you did. Why not**

do that? **To do FMLA and not get paid?** Is that what the circumstances are, is that you don't get paid for that? **That's from my understanding, I don't know. That's the recommendation I know. So the email that I got was that my advance leave was approved and that if we needed to keep getting leave advanced, that FMLA was always available if I need to go that route. But I never needed to go that route. Never needed too, okay, so I guess it's basically leave without pay. I thought it was like donated leave as well. I don't think so, I could be wrong. I have never read the FMLA Act or anything like that.**

9. What do you remember about the annual civilian training, specifically, regarding time and attendance? For instance when you go TAD, we're supposed to revert back to straight 8s.

(b)(6), (b)(7)c **allowed us to keep our same schedule while TAD. He did? Yes, sir. Okay, we receive training on advance leave, FMLA, and telework rules. Anything you recall on teleworking? I know most of us don't get it, until now, back then it was looked down upon, maybe a certain few in the command, but did you receive anything about teleworking rules? So this is what I have. That's the email (b)(6), (b)(7)c sent out to all civilian employees on March 29, 2018. If you bring your attention to the highlighted portions. Okay, can we get a copy of this? You can have that one and I want to reiterate that it says section heads. (b)(6), (b)(7)c was my section head and not only he was a Deputy, he was over the resources and support department I worked under. I told you, we talked about it, now whether he did anything after the fact I can't control that. I did what I was supposed to do and that was on March 2018.**

10. Tell us about the informal counseling you received in 2018 from (b)(6), (b)(7)c ' (Was it a time and attendance issue? What happened IOT bring it to this level? What was the outcome or result?)

**I don't recall an informal counseling from (b)(6), (b)(7)c It was about time and attendance and availability or something of that nature. From my understanding you can only get counseled from your supervisor or your second line supervisor. How it unfolded was that it was brought up by some other sections complaining that they could never find you or get your availability or whatever the case maybe. Then it was brought up to your leadership and not knowing if (b)(6), (b)(7)c was in the loop or not, I have no idea, but I think (b)(6), (b)(7)c was on deck. Then it was told to go ahead and have a discussion with him, to make sure that you're watching your hours and make sure you're available when needed so. If there's something written or something like that, I can, you know maybe recall, but I don't recall anything like that. Again from my understanding you can get counseled, written up, or whatever the case may be, by your first or second line supervisor. Not somebody from outside your. - It wasn't written, it was just an informal kind of like a discussion. Yeah, I don't - I don't recall it. No? (long pause) And this was around the same time that this came out? So, like I said, I don't recall being verbally counseled by anyone. I think**

(b)(6), (b)(7)c **at some point was working with (b)(6), (b)(7)c asked with making some kind of tracking mechanism for time and attendance, for not just you but for the overall facilities. That's what that email is about. I guess they were Ops, you know. That's what that email is about. That's what that's about? But I didn't work for Ops. No, but Ops runs the whole facilities, they help to make sure that everyone is doing, you know what Ops is? If you look at the org chart. So, there's (b)(6), (b)(7)c right? There's me, Ops is over all these people. Ops has no control over resources and support. I work directly for the deputy. I was told by (b)(6), (b)(7)c that I work directly for him and not Ops.**

11. There's an allegation that you habitually arrived late to work and left work early during the period of Nov 2018 to Nov 2019. Based on the interviews we've conducted, the claim is supported by their observations and comments like "Hatley was 20-40% of the time late to work and left early" and "he was not consistently available like other employees." Can you explain why? [show data sheet for LA/ED- about 118 days worth] (The data and some comments express your day was typically from 0830-0930 to 1400-1500, is this true? why or why not?)

**So, everything I did was directed by (b)(6), (b)(7)c If I was coming in right, remember I said I come through the gate, I park on the compound. I do my walk through it can take an hour,**

an hour and a half whatever the case may be. Then I come into the building, okay. Then if I need to go to Lowe's / Home Depot, Granger, get estimates for jobs that are going on. I am the AO for the credit card program, so checking stuff, availability, getting quotes, estimates, going to Quarters A that was a part of my duties. I don't have, you know. I don't have a job that requires me to sit behind my desk 8 to 10 hours a day. I'm always out doing something. I can understand that, I'm still going to show you the data so you can at least speak to it. **Okay.** So you can see what we are talking about. If you look at the scans, the scans into the building and I can understand what you're saying. **Yes sir.** It matches up because you are doing things. **Yes, sir.** Look on here, the time and attendance what you claimed, of course we have bounced it off of these things and the other part was cell phone location data, when it was available. **Okay.** We didn't ask for data directly for the full year, just pin pointed spots. **Yes, sir.** Because it's a government phone, we can do that. **Yes, sir.** Now, for the periods I'm looking at here is based upon this comment arrival late - early departure, that's what I'm looking at right now. This is how we broke it down. These are possible dates, I know it's hard to look at here, because it's a lot of days, it's probably and could be fabricated by your duties. **Yes sir.** So with aside from your duties, were there times that you were tardy where you had to leave early? {long pause} The reason I ask is because I have this one statement here and I have to ask. **Okay.**

a. It was stated that on more than one occasion you were heard talking with (b)(6), (b)(7)c over his speaker-phone where you informed him of your tardiness for the day and either requested to come in late or work from home. Can you explain that?

**So if something were to pop up in the morning or whatever the case may be. I would reach out to him to see, let him know I would be late or if I could work remote or whatever the case may be.** He worked with you to do so? **Yes sir.**

b. So the supervisor authorize any kind of tardiness or I guess working from home; telework?

**Yes sir, because I'm - I'm always on call. I come into the building after hours, before hours, answer calls at night, weekends, come in during storms, stay for 24 hours around the clock. So that means, you know, (b)(6), (b)(7)c All of this was communicated with (b)(6), (b)(7)c** Okay, so you didn't falsify your time and attendance? (short pause) Because (b)(6), (b)(7)c **Approved.** Approved it? **Yes sir.** So he knowingly and my point is when your time and attendance sheets go through, it may not be accurately reflecting what the things were, because you still accounted for your 40 hour week? **Yes sir.** Can you repeat that, what do you mean? If you have the term of Maxi-flex schedule, which is probably what you should be working at, means that you can move around your schedule based upon your requirement to be here. **Yes sir.** This is more research we have to do, so that you can be in the right, doing things correctly. I want to make sure after this, that things should be done correctly. **Yes sir.** You have to pin point your hours and how things are worked in your SLDCADA, to get your 40. You see what I'm saying. **Yeah, so you're saying that if I come into work and whatever the case maybe in the morning, then I have evening hours.** To make up for whatever you have lost. **Exactly.** That's what I'm getting at.

12. We have record of about 23 days' worth where you claimed 10 hrs of work and there was no record of you in the building. For instance on the calendar here, Thanksgiving was Nov 22nd, the next week RDO, no scan claimed 10. Some of these combinations are questionable, we trying to figure out and we know it's over a year ago. See from the data its questionable (Mike Showing calendar to Hatley).

**I mean I can't give you an answer sitting here, because I'd have to look back and see exactly what was going on that day.** Again, here are some other days you could have requested telework, or you talked about it with your boss, I don't know. Here we have a holiday routine, annual leave, but then there's no scan claimed 10 hours here. It's a holiday week, it's just questionable things. **Yeah, I understand.** In some cases it was questionable too with the mixture of annual leave and sick leave, the usage of it. I understand if your daughter was sick and you're dealing with things, I can see that. **Then I had a new born on June the 12th of 18. So you know he had**



**appointments or what nots as well.** So like here it shows the cell phone data at home, at best it can show somethings but not all. I have two different cell phone numbers for you, I guess you must have switched out based on technology. I know it's kind of hard to answer just looking at this. (DATA) **Yeah, whatever it may be.** I don't know if you keep a calendar of the past. **I don't and like I say, whatever this maybe, it was worked out and approved by** (b)(6), (b)(7)c For instance here it shows "lower ward", that maybe Home Depot or Lowes. **Correct and then again I could be running around everywhere.** Okay this is where you started your TAD. **I got my TAD trips here.** That's okay, we have that information. This is when you started TAD and here you came back to work after TAD, claimed 10. It didn't show exactly the whole day. Here it shows that you were home, but that could be one of those days that you were coming back from a trip or something worked out with your boss or you could have requested it to your boss to work from home. **So you know, I don't exactly remember the day I changed my RDO. Do you have that date?** Right here, towards the end of May. Looking at the combinations, your RDO, annual leave, and then a sick day. **It could have been that I had an appointment for my daughter or my son.** So you took the whole day? **Yes, sir. Is there a rule to say that I can't do that?** No, it's just that we have a question. **It couldn't have just been me, it could have been my daughter or son, staying out of school.** I understand, but when it was your RDO, annual, and the sick day, it looked suspicious. **Or it could have been that I already had those two holiday planned out or something popped up for my daughter or the school didn't have water, whatever the case maybe.** One time your cell phone showed up in Pensacola, here is says Belle Chasse. For instance it shows you were home at 9:22, scans at 10:16. Then home, then scanning in at work and then back home by 1546. So it shows that this day was short for you. **That could have been that I ran to get material, then I went home and after I got the material** (b)(6), (b)(7)c **told me to work from home the rest of the day.** Other days, no scan at all – here's Biloxi Beach. **That's not my cell phone number.** This isn't it? **Nope.** That's still the same one (cell number), your work phone? **Let me see, that might be G6. So if you call that number it rings on here. What's the numbers on that one?** 326-2621 **That's right, that's the one I got. I stand corrected.** It showed that it switched at some point. So then again no scan, claimed 10 hrs, early morning it shows 11:10 Biloxi Beach, I-10 Biloxi near Super Dome, CBD Manhattan Blvd, then back home. I don't know what that's about, but it's on a Wednesday. **Yeah, I don't know just by looking at it. Is that something that you can take note of and look at?** **Yeah, what's the date?** July 31st, 2019. **July 31, 2019. I want to re-iterate that everything I did was approved through** (b)(6), (b)(7)c Okay. I would just look at that one day, if you have data. **I will.** Because it shows Biloxi Beach. **Absolutely, so you have the email from 2018 right?** **Yes. I want to show you that as well.** (Garet provides typed letter signed by (b)(6), (b)(7)c ) **Is this recent?** **Yes, sir, well before he left.**

- a. Did your supervisor approve and kept him informed of all your actions regarding your time cards? **Everyday.**
- b. It was stated that you were permitted to work from home due to surgical procedure and/or having a new baby. Is this true? **Yes, sir as the letter states.**
- c. What's the date of Mr. Maguire's letter? **Dec 17th, 2019. Yeah I'm pretty sure it was the 17th, I can look on my computer.** If you think there are other emails that are helpful from this, please provide them as well. **I wanted to throw this out there as well. So a lot of these questions are coming from 2019. Here's an email from** (b)(6), (b)(7)c **to me talking about the work that needs to be completed at Quarters A before** (b)(6), (b)(7)c **who's that?** **He's the housing guy but my guys do all the maintenance. You probably already pulled this but here are all my leave dates from SLCADA. Okay, I just wanted to throw this out here, this is all my evals and my awards I got since I've been working here. I want you guys to have that. I've always been a good employee, got time-off awards, the bonuses, all that. I understand. thank you. The point I'm trying to make is that if I've been here since 07, my boss,** (b)(6), (b)(7)c **or whoever, I got no bad paperwork, no nothing. Again, I was doing what** (b)(6), (b)(7)c **told me to do, right? If there**

would have been any issues with it, I'm sure someone would have brought it up. Again, all my direction came from (b)(6), (b)(7)c

d. Going back to the question about the civilian training and when you go TAD, you're supposed to go back to straight 8s. You said that (b)(6), (b)(7)c allowed you to keep your 4-10s work schedule while TAD. Do you have any evidence to support that? **I can look back and see. For other evidence, you can pull the other employees in Facilities who goes TAD that got a flex schedule, it should speak for itself. I'm not the only one he let do that.** If you have that evidence or documentation, please provide that. What is your working hours, for instance mine is straight 8s. I come in at 0700 and leave at 3:30. When you're here, what is your set hours? **My normal hours are 0730-8sh to 1730, 1600, but you have to take into consideration that my appointed place of duty could be a multitude of places, it's not sitting at my desk downstairs. If I'm running errands, getting estimates, and picking up stuff from Home Depot / Lowes, whatever the case may be, I'm doing that as a part of my job and there could be days that we're at Quarters A all day and neither me nor my guys would come back here, depending the workload.** You're saying, if you're working at Quarters A and at the end of the day, there's no coming back to the building? There's no confirmation, you're not calling up your boss or Mr. Maguire letting him know that you and your guys are done for the day? **Yeah, I talk to (b)(6), (b)(7)c daily letting him know the progress, again the house was vacant most of 2019, so we kind of had free reign. When there's a tenant you have to be more cautious, because you don't want to go over around 9-10 in the morning or work late in the evenings. When the house is vacant, you can get a lot more done. There's probably days where we went straight there in the morning and when the day was over we just went home, because it was 1730, 1800, 1700, 1900, it all depends. When you're referencing "we" who do you mean? It could be any of my guys down stairs, 9 out of 10 it's someone from my office is over there working. Are you doing the work alongside your contractors? Yes sir I have.**

13. Prior to being notified from this office of the allegations, who spoke to you about the investigation that was coming? Remember you are under oath. What was said exactly? **I don't know if there was someone who came out and said there was an investigation. You know, you called me in January, so that's what 6 months ago. Nobody basically came out and said directly that I was under investigation, not that I can recall. It was just like rumors, bits and pieces, but nobody came up to me and said your under, whatever the case maybe.** Twice we have comments that say you stated that you were being investigated, before you were even informed by this office. One claimed it was from the counsel's office mentioning it to you. I'm trying to understand exactly when it happened and what was said. **The counsel's office mention it to me? Yes. I don't know if the counsel's office ever mention it to me? Mr. Sessoms never mentioned it to me. Somebody told me I was under investigation?** We have witnesses saying that you were going around a couple people down in facilities saying that "yep, I guess the IG is investigating me from time and attendance fraud". The information we have is that you received that information from the counsel's office. It was pretty specific. **I've never received the information from the counsel's office about time and attendance, because what I was referring to was the rumors that was going around the building, it was just rumors. Nobody came out physically and said Garett Hatley, you are under investigation for x, y, and z, until you called me.** Do you have any questions, Mark? No, not at this time. However, once we have analyzed this interview we may call you back for additional information, based on this interview. **That's fine.** If you can get us that or find us that one date. **July 31st?** Yes, that's the main one I'm looking at. Also the document where Mr. Maguire is saying that you're allowed to work your 4-10s during TAD trips. **Yes, I can see if I have anything, it could have been verbally, but then again and I'll say it again, I'm not the only one in facilities, not just me that he allowed to do that.**

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**PART IV: FORMAL READ-OUT**

(BEGIN READ-OUT)

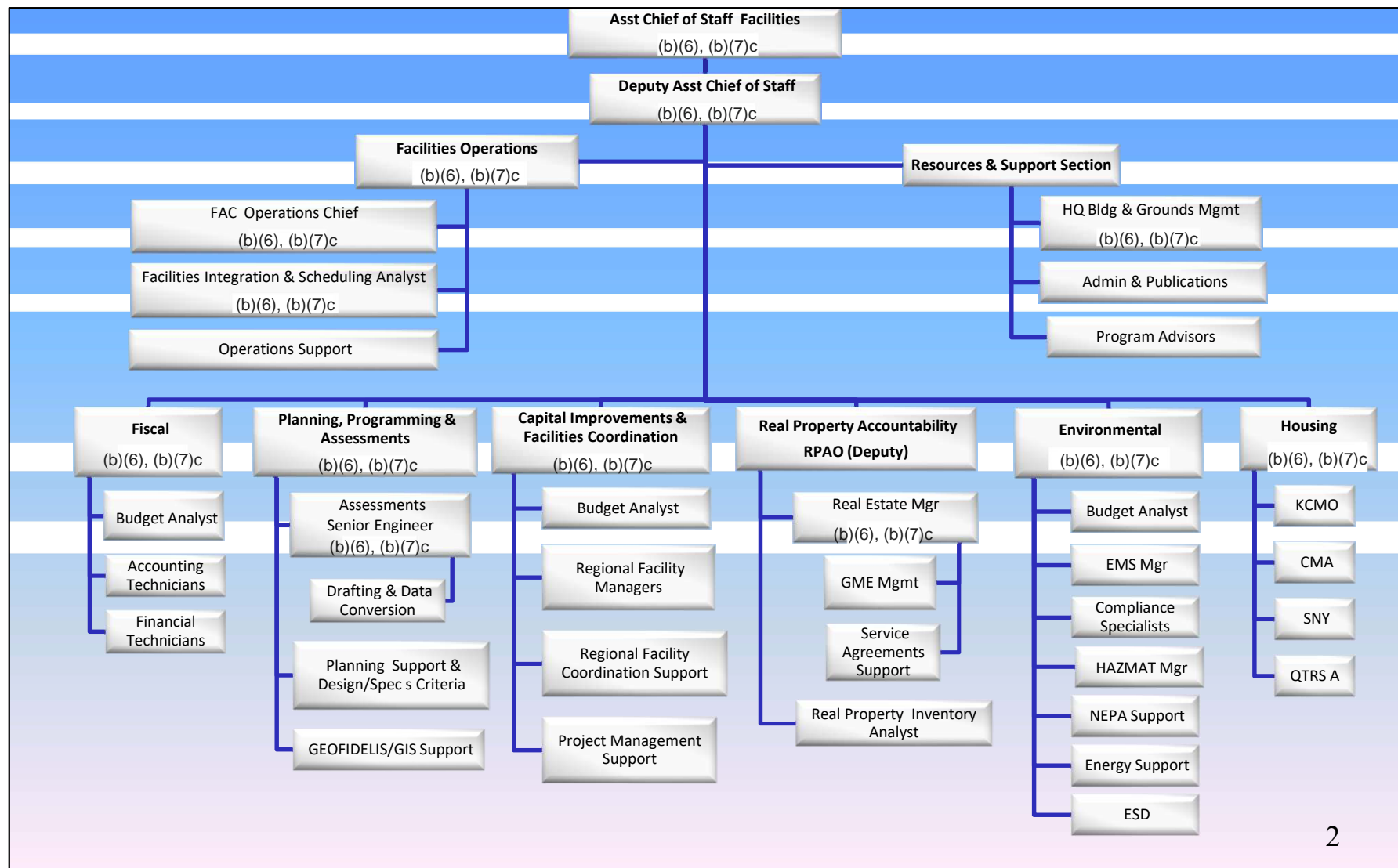
1. Do you have anything else you wish to present? **Not right now I think.**
2. Who else do you think we should talk to and why? (b)(6), (b)(7)c . Why is that? **Well he was the one who sent the email. He was the one who signed all my timesheets, my leave requests, me working from other sites, and going to get materials. Everything you've asked me in the interview, he can attest to.**
3. We are required to protect the confidentiality of IG investigations and the rights, privacy, and reputations of all people involved in them. We ask people not to discuss or reveal matters under investigation. Accordingly, we ask that you not discuss this matter with anyone without permission of the investigating officers except your attorney if you choose to consult one.
4. Your testimony may be made part of an official Inspector General record. Earlier, I advised you that while access is normally restricted to persons who clearly need the information to perform their official duties, your testimony may be released outside official channels. Individual members of the public who do not have an official need to know may request a copy of this record, to include your testimony. If there is such a request, do you consent to the release of your testimony, but not your personal identifying information such as name, home address, or home phone number, outside official channels? (Witness must state "yes" or "no.") **No**
5. Do you have any questions? **No.** The time is **11:13**, and the interview is concluded. Thank you.

XX

(END READ-OUT)

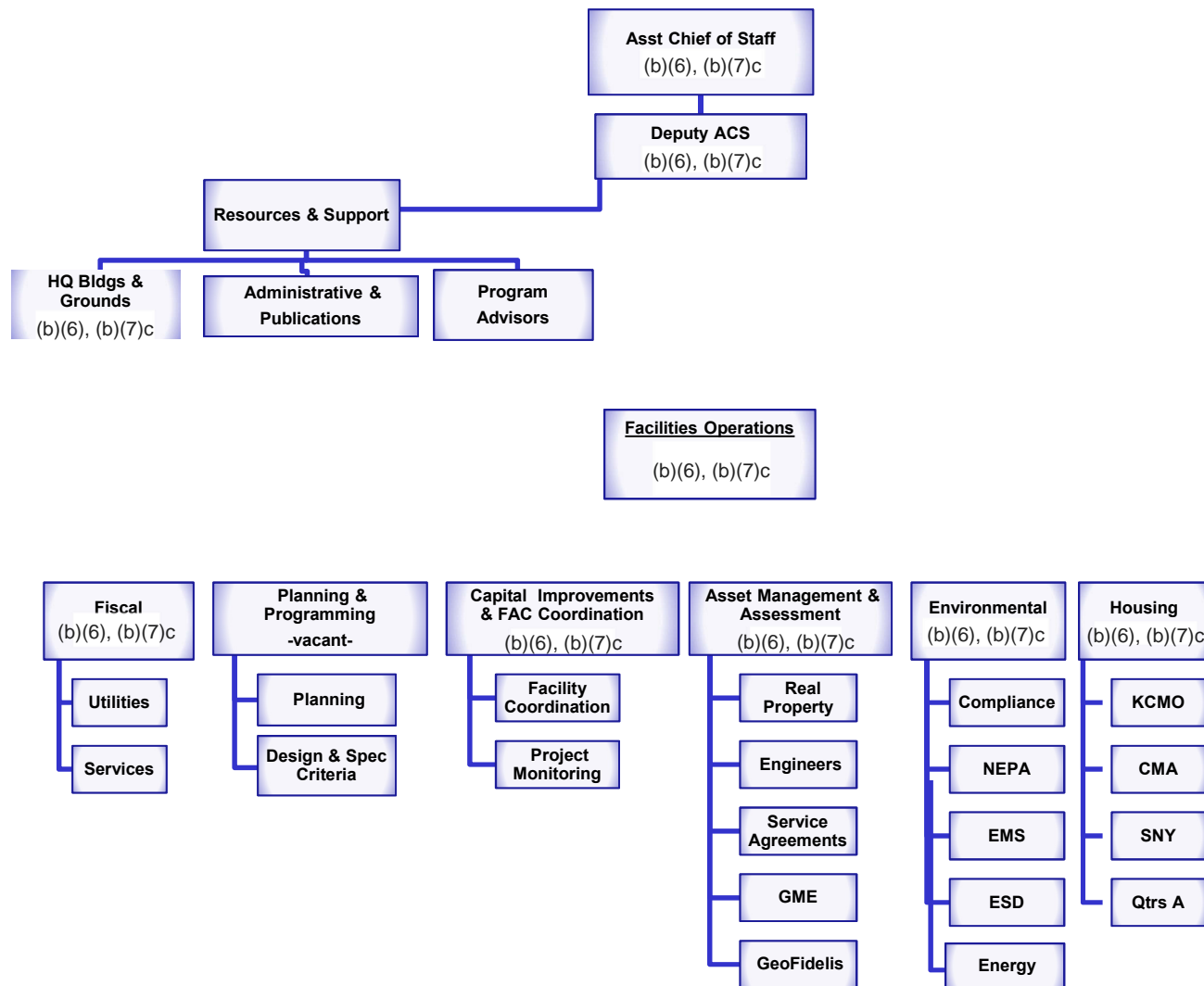


# Revised MFR FAC Org Chart





# MFR FAC Organizational Chart



FROM: (b)(6), (b)(7)c

TO: Whom it may concern

Subject: Gareth Hatley Timesheets/Remote

It has been brought to my attention that Gareth Hatley's timesheets and or him working remote may be subject to questioning. I have been allowing Gareth Hatley to work remote as needed. Every two weeks I certify his timesheet and am well aware of his schedule.

At no time has his ability to perform his job duties ever been compromised. I am providing this letter before I retire to future substantiate the validity of my authorizing Gareth Hatley's timesheets/working remote.

(b)(6), (b)(7)c